



St Philomena's Catholic High School for Girls

**Safeguarding &
Child Protection Policy
2020-2021**

**St Philomena's Catholic
High School for Girls**





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1. INTRODUCTION

St. Philomena's exists as a distinct community because it has Christ as its foundation. His teaching and example are the basis for its daily life, relationships and future hopes. It should be possible to meet Christ in all aspects of the life of the school and the spiritual dimension should underpin all its work. The attitudes and values of the school are those of Christ's radical command to *love one another as I have loved you* (Jn 13:34), where this love means putting others first (Mk 9:35), turning the other cheek (Mt 5:39), and going the extra mile (Mt 5:41).

2. PHILOSOPHY

Leadership in the school must reflect its Christian nature by putting the welfare and development of students and staff first and so putting Christ's example into practice".

"At St. Philomena's we recognise the right of every individual to feel safe at all times and accept the responsibility of ensuring that we never cause a person to feel unsafe by our actions or by our failure to act".
(St. Philomena's Staff Code of Conduct)

The safety and welfare of our students is of the utmost importance. Because of the day-to-day contact with children/young people, our staff are well placed to observe the outward signs of abuse. We are committed to safeguarding children and young people and we expect everyone who works in our school to share this commitment. Adults in our school take all welfare concerns seriously and encourage children and young people to talk to us about anything that worries them. We appreciate that information sharing is essential for effective safeguarding and use the [Government guidance](#) that has been produced to support staff in the decisions they take to share information, which reduces the risk of harm to children and young people and promotes their well-being.

All adults working in the school must protect children/young people from harm and abuse, including Child Sexual & Child Criminal Exploitation (CSE/CEE), Female Genital Mutilation



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(FGM), Radicalisation/Extremism (Prevent Duty) and peer-on-peer abuse and be aware that any student may be at risk.

We have a duty to safeguard and promote the welfare of our students under the Education Act 2002 and Children Act 1989 through identifying any child/young person welfare concerns and taking action to address them in partnership with families and other agencies where appropriate.

In addition to our child protection policy and procedures, we have policies and procedures to cover the roles of staff, students and parents in respect of health and safety, anti-bullying, e-safety, positive handling, racism and discrimination, FGM and Radicalisation/Extremism (Prevent Duty).

Students are taught about safeguarding, including online, through various teaching and learning opportunities, as part of providing a broad and balanced curriculum. We also ensure that issues of safeguarding are raised with students through the Personal, Social and Health Education & Citizenship (PSHEC) curriculum. Children are taught to recognise when they are at risk and how to get help when they need it. Our policy applies to all staff, governors and volunteers working in the school and students and parents are informed about this and our other policies in the school prospectus and on our website.

There are a number of elements to our policy:

- Ensuring safe recruitment practice in checking the suitability of all our staff and volunteers to work with children;
- Raising awareness of child protection/safeguarding issues amongst all staff and volunteers and of what to do if they have concerns;
- Developing and implementing procedures for identifying and reporting cases, or suspected cases, of abuse;
- Developing effective links with relevant agencies and co-operating as required with their enquiries regarding child protection matters including attendance at case conferences and core group meetings;
- Establishing and maintaining a safe environment in which children feel secure and are encouraged to talk freely about anything that concerns them;
- Ensuring children/young people know there are adults in the school who they can approach if they are worried about anything;
- Including opportunities in the PSHEC curriculum to develop and equip students with the skills needed to recognise risks and stay safe from abuse;
- Supporting students who have been abused or may be at risk of harm in accordance with any agreed child protection plan;
- Ensuring we respond appropriately to any concern or allegation about a member of staff or volunteer; and
- Ensuring staff follow accepted "safe practice" principles when working with students.

If there are Child Protection concerns the London Child Protection Child Protection Procedures (*London Safeguarding Children Board, 5th edition, 2017*) must be followed (available on the staff shared area, and also available from the designated safeguarding person. It can also be found at www.londonscb.gov.uk/procedures). The Sutton Local Safeguarding Children Board (LSCB) has adopted these procedures.

This policy and procedure also accords with:

- "Working Together to Safeguard Children" (*HM Government, 2018*).
- 'Keeping Children Safe in Education' DfE Sept 2020 (KCSIE)



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If lower level concerns or needs (i.e. not child protection) are identified about a particular student the Sutton Common Assessment Framework (flowchart available at www.sutton.gov.uk) should be followed.

3. DEFINITION

Paragraph 4 of KCSIE (Sept 2020) defines Safeguarding and promoting the welfare of children as:

- protecting children from maltreatment;
- preventing impairment of children's mental and physical health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

Safeguarding and promoting the welfare of student relates to any child or young person (i.e. under 18 years of age) who has suffered from, or **may be at risk of** physical injury, neglect, emotional and/or sexual abuse and CSE, CCE, FGM and Radicalisation/Extremism. See Appendix 1 Types of Abuse and Neglect

4. RECOGNITION

The first indication of concern about a student's welfare is not necessarily the presence of a serious injury. Concerns may be based on:

- bruises or marks on a student's body;
- remarks made by the student, another student, a parent or another adult;
- observations of the student's behaviour;
- unexplained changes in the student's behaviour or personality;
- evidence of disturbance or explicit detail about abuse or possible abuse in a student's play, drawing or writing;
- evidence of neglect, failure to thrive or exposure to unnecessary risks;
- unauthorised absence from school; and / or
- information about the parent(s)/carer(s) of the child/young person or their home background.
- See Appendix 1 Types of Abuse and Neglect

5. DESIGNATED SAFEGUARDING LEAD FOR CHILD PROTECTION

Our Designated Safeguarding Lead for children is Miss D O'Reilly and her deputy when she is absent is Miss Rebecca Herran. Other trained safeguarding leads are Ms Noone, all Heads of Year - both Well-being and Learning, Mr L Keane, Miss Lawson and Ms T Hensman.

Any member of staff concerned about a student should inform the Designated Safeguarding Lead or, in her absence, the deputy Designated Safeguarding Lead, immediately. If they are unavailable, another trained safeguarding lead or a senior member of staff should be advised. The nominated Governors with responsibility for Child Protection/Safeguarding are Dr M Howard and Mrs K Payne. See Appendix 3.

The Designated Safeguarding Lead is responsible for safeguarding and child protection at St Philomena's. The key role of the Designated Safeguarding Lead is to:

- manage referrals from school staff or any others from outside the school;
- work with external agencies and professionals on matter of safety and safeguarding;
- undertake training;
- raise awareness of safeguarding and child protection amongst the staff and parents;



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- ensure that child protection information is transferred to the student's new school
- be aware of pupils who have a social worker
- help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues with teachers and school and college leadership staff.

The Designated Safeguarding Lead has a responsibility to:

- Liaise with the nominated governor, the Multi Agency Safeguarding Hub (MASH) local authority Education and Children and Family Services, Police and other agencies on individual child protection cases;
- Act as the contact person within the school, providing advice and support and ensuring that all staff (including temporary, supply staff and volunteers and members of the governing body) are aware of their role;
- Be responsible for co-ordinating action within the school on child protection issues;
- Liaise with the Virtual School Headteachers on the progress of children Looked After
- Discuss individual cases with staff on a "need to know basis" to protect children's right to confidentiality;
- Oversee the planning of any curricular or other provision in relation to child protection/safeguarding matters;
- Ensure staff are familiar with this Policy and Procedure, Keeping Children Safe in Education, and any other relevant guidance;
- With any other relevant staff (e.g. tutor, head of year), represent the school at child protection meetings and be a member of a core group if required;
- Ensure that child protection information is transferred to the student's new school;
- Raise awareness about child protection on an ongoing basis;
- Together with the head teacher and local authority safeguarding children training officer, arrange child protection/safeguarding training updates for **all** (i.e. including ancillary) staff regularly but at least annually (and for new staff commencing work between whole school training sessions or absent for such sessions arrange attendance at induction sessions arranged by the local authority) and that all training undertaken is recorded on the schools' Single Central Record (SCR);
- Ensure that they (the Designated Safeguarding Lead and the deputies) receive update training regularly and logged on the SCR.

6. THE ROLE OF INDIVIDUAL STAFF

All staff should be prepared to identify students who might benefit from **early help** and work with the designated safeguarding lead, other agencies/professionals to support early help assessments. Concern about a student must be discussed with the Designated safeguarding Lead immediately so that if necessary, a referral can be made immediately.

Everyone in the school must be alert to the possibility that any student, regardless of race, religion, culture, class or family background, could be the victim of abuse or neglect, sexual and criminal exploitation (CSE/CCE), domestic abuse, FGM and Radicalisation/Extremism and must be familiar with all of these procedures as set out in KCSIE Sept 2020. All staff must read Part 1 of KCSIE and a record logged on the SCR.

The Serious Crime Act 2015 sets out a duty on professionals (including teachers) to notify police when they discover that FGM appears to have been carried out on a girl under 18. In schools, this will usually come from a disclosure (unlike in the medical profession where an observation may have been made). Teachers must personally report to the police cases where they discover that an act of FGM appears to have been carried out; and discuss any



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such cases with the safeguarding lead and children's social care. The duty does not apply in relation to at risk or suspected cases.

All staff must be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. School staff are not expected or trained to diagnose mental health conditions or issues, but may notice behaviours that may be of concern. Where staff have a mental health concern about a child that may also be a safeguarding concern, they should raise the issue by informing the Designated Safeguarding Lead or a deputy.

Everyone should recognise that when a child has a social worker, it is an indicator that the child is more at risk than most students. This may mean that they are more vulnerable to further harm, as well as facing educational barriers to attendance, learning, behaviour and poor mental health. Staff must consider these needs when making plans to support students who have a social worker.

All staff must understand the role of the Designated Safeguarding Lead. Members of staff should not investigate child protection/safeguarding concerns, but gather information including any witnesses of an incident. Children's Social Services and or the Police carry out any investigation. However, if a student says something, it is vital to listen carefully, so you can record and report it accurately and pass onto the Designated Safeguarding Lead as soon as possible.

Staff should be alert to such signs and while remembering that they are not in themselves proof of abuse, on recognising signs that cause concern; staff should seek information with tact and sympathy.

See Appendix 1 Types of Abuse/Neglect & Other Safeguarding issues
See Appendix 6: Code of Conduct for Staff

7. CONFIDENTIALITY OF RECORDS

Our students and their parents/carers have the right to expect all staff to deal sensitively and sympathetically with their situation. It is important that information is only available to those who need to know it. Parents/carers and, where appropriate, students should be told their right to confidentiality may be breached if information becomes known suggesting possible harm to a child or young person. Child protection issues relating to individual cases **must not** be subject to open discussion in the staff room or elsewhere in the school.

Members of staff should also remember not to promise to students to keep "secrets" (see *procedure below*).

'The Data Protection Act 2018 and GDPR do not prevent, or limit, the sharing of information for the purposes of keeping children safe.' Paragraph 77: 'This includes allowing practitioners to share information without consent.' Further advice on [Information Sharing](#) (2018)

8. WORKING WITH CHILDREN

We recognise that young people who are abused, neglected, or who witness abuse or neglect may find it difficult to develop a sense of self-worth. They may feel helpless, humiliated and a sense of blame. The school may be the only stable, secure and predictable element in the lives of students at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the student through:

- the content of the curriculum;
- the school ethos which promotes a positive, supportive and secure environment and gives students a sense of being valued;
- the school behaviour policy which is aimed at supporting vulnerable students in the school;



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we will ensure that students know that some behaviour are unacceptable and that they are valued and not blamed for any abuse which has occurred;

- liaison with other agencies that support students such as social services, the child and adolescent mental health service, the borough school attendance service and the educational psychology service (including our duty to inform the LA of any private fostering arrangements); and
- ensuring that, where a student with a child protection plan leaves the school, their information is transferred to any new school immediately and that their social worker is informed.

9. TRAINING OPPORTUNITIES

- Mandatory Induction Training will be provided for all new staff and should include:
 - the Child Protection policy;
 - the Behaviour policy
 - the Code of Conduct for staff;
 - the safeguarding response to children who go missing from education
 - and the role of the designated safeguarding lead (including the identity of the designated safeguarding lead and any deputies).
- The DSL & Deputy DSL will attend half termly training provided for all Sutton Borough Designated Safeguarding Persons
- Additional Safeguarding Leads will attend training every two years; and in addition to formal training, their knowledge and skills will be refreshed at regular intervals, at least annually.
- All other staff will receive regular safeguarding and child protection updates as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively.
- Safer Recruitment training is available to all relevant staff and governors who are involved in the recruitment process.

10. RECRUITMENT, SELECTION, TRAINING AND SUPERVISION OF ALL STAFF AND VOLUNTEERS

In our recruitment and selection of staff and volunteers we will at all times adhere to the Government guidance contained within "*Working Together to Safeguard Children*" (HM Government 2018), '*Keeping Children Safe in Education* (DfE Sept 2020).

In particular we will ensure that:

- For good practice, our interview panel includes at least one member who has completed safer recruitment training,
- that we always follow up gaps in previous employment,
- that we always require specific references from employers for the last five years and
- that for all posts, paid and voluntary, the appropriate Disclosure and Barring Service (DBS) information has been received

We keep a single central record (SCR) of all staff with the date and outcome of their DBS check so at all times staff, students and parents can be assured this has been done.

11. CONTRACTORS AND OUTSIDE SERVICES

We expect all contractors providing services within the school whose staff have access to school premises to comply with this policy and the attached procedure. The contractor or individual must agree to this in writing.



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In particular, we require any contractor or organisation delivering a service on behalf of the school or using our premises to provide evidence they adhere to the above requirements in terms of recruitment, selection, training and supervision of their staff and any volunteers, in particular DBS information. Checks are usually only required if a contractor's member of staff will be left unsupervised.

This policy and procedure will also apply to any organisation using school facilities. They must agree to this in writing.

12. GOVERNORS

The Governing Body has overall responsibility for ensuring that there are sufficient measures in place to safeguard the children in their establishment. The named Governors with responsibility for Child Protection/Safeguarding are Dr M Howard and Mrs K Payne.

In particular, the Governing Body must ensure:

- Child protection policy and procedures
- Safe recruitment procedures
- Appointment of a Designated Safeguard Lead who is a senior member of school leadership team plus a Deputy Designated Safeguard Lead.
- Relevant child protection training for school staff/volunteers is attended
- Safe management of allegations
- Deficiencies or weaknesses in child protection arrangements are remedied without delay
- A member of the Governing Body (usually the Chair) is nominated to be responsible in the event of an allegation of abuse being made against the Headteacher
- Safeguarding policies and procedures are reviewed annually and information provided to the local authority about them and about how the above duties have been discharged



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CHILD PROTECTION PROCEDURE

Reporting Concerns

See Appendix 3: Flow Chart for Raising Safeguarding Concerns about a Child

When adults in the school have a concern about a child or young person they should:

- Complete a Record of Concern Form (Appendix 2) in writing as soon as possible. Record of Concern forms can be found in the staff room and on the Staff Site safeguarding area. Or recording a concern can be done online using CPOMS (Child Protection Online Management System)
- The Designated Safeguarding Lead (DSL) should be informed in person, by telephone, email or CPOMS that a concern has been raised.

Do not delay

- Tell the Designated Safeguarding Lead as soon as you can - it may be necessary to interrupt a lesson to do this - do not leave notes in the Designated Safeguarding Lead's pigeonhole as they may not get back to check their post until the end of the day once the student has gone home;
- Early referral gives more time to offer help to the student and family before the situation becomes severe or serious;
- When the matter is already severe or serious, early referral gives more time for others to protect the student;
- The Designated Safeguarding Lead may consult with the Children's Social Services, and MASH.

Make written notes

- At the earliest opportunity make a written record of your concerns - record facts accurately and be clear when you are expressing an opinion and the basis for this - these notes will help to ensure accuracy in recalling events later - notes should be legible, signed and dated;
- These notes must be given to the Designated Safeguarding Lead as soon as possible.
- Record of Concern forms are available in the Staff Room and on Life (Appendix 2 Child Protection Record of Concern)

Concern from something the child says

Listen - do not ask questions or interrogate. Consider interpreting services if English is a second language.

Remain calm - if you are shocked, upset or angry the student will sense this and this could stop them from saying more.

Reassure - the student that s/he has done nothing wrong - tell them it is all right to talk.

Do not promise to keep it secret - tell the student you cannot keep the matter secret and will need to take advice from someone who can help.

REFERRAL PROCESS

If a member of staff wishes to make a referral to Social Services or to the Police they should consult the Designated Safeguarding Lead or deputy about how to do this. See Appendix 3 Flowchart for Raising Safeguarding Concerns about a Child. However, referral must not be delayed - if the Designated Safeguarding Lead or deputy is not available the Headteacher should be advised and the referral made to the Sutton Multi Agency Safeguarding Hub (MASH). Guidance on how to make a referral can be found [here](#).

(Additional information is also available in the *London Child Protection Procedures 2017 for details*). The MASH social care team or the Education Safeguarding Children's Adviser will be happy to discuss concerns even if you are not sure at that stage that a referral needs to be made. They can be contacted on 020 8770 6001.



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Remember

- If in doubt, consult;
- do not ignore concerns, even if these are vague;
- your first responsibility is to the student; and
- if you need help or support to manage your own feelings, this can usually be provided.

Contact with the family

Contact with the family should be discussed with the Designated Safeguarding Lead, who may consult the MASH social care team or the Education Safeguarding Children's Adviser.

In cases where a minor physical injury causes concern, it is usual school practice to discuss this with the parent or carer. If the explanation suggests a non-accidental cause for the injury (or a failure to protect the student/ student from harm), the student (as appropriate), parent or carer should be informed that the matter must be referred to the Children and Family Social Work Service via the MASH.

In cases of possible neglect or emotional abuse, the concern may have built up over a period of time. There may have been discussion previously between school staff and the family about sources of help (e.g. the Children and Family Social Work Service), but if concerns persist, the Designated Safeguarding Lead will need to refer to the MASH.

In cases where there are suspicions of sexual abuse, the Designated Safeguarding Lead will seek immediate advice from the MASH before discussing this with the family.

RECORDING

- All records relating to student welfare concerns will be kept on the student's file and the file will be kept secure - a chronology of concern should be kept;
- The school's online management system (CPOMS) will be used to record the chronology of concerns;
- Where there are concerns about a student, the student's file indicates this with a gold sticker, making the files easily distinguishable from others where there are no concerns and our electronic files have an appropriate "flag" to indicate there are concerns about the student;
- We will keep written records of any concerns about students, even where there is no need to refer the matter immediately;
- Information from records will only be accessed by staff on a "need to know" basis;
- Key staff will need to know when a student is subject to a Child Protection Plan so they can monitor the student's welfare;
- Records relating to the student's welfare will remain on the student's file as long as the student is at the school;
- When the student leaves the school, the new school will be advised in writing that our records contain information about child protection concerns even where these are no longer current. Records should be sent in a way that is lawful in terms of the requirements of the Data Protection Act.

CONCERN ABOUT A STAFF MEMBER, CARER OR VOLUNTEER

- We recognise the possibility that adults working in the school may harm children, including governors, volunteers, supply teachers and agency staff.
- Allegations or concerns about any adult must immediately be notified to the Headteacher (or the chair of Governors if the concern is about the Headteacher);
- The Headteacher (or Chair of Governors) will always consult the Local Authority Designated Officer (LADO).
- Following consultation, the Headteacher (or Chair of Governors) in agreement with the LADO will decide on appropriate action:



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- ❖ consider a Senior Strategy meeting
- ❖ consideration of disciplinary proceedings
- It is important to bear in mind that although the concern may relate to an individual student, other students may also be at risk;
- The procedures are in the [Sutton LADO Protocol](#), Working Together to Safeguard Children 2018, Dealing with allegations of abuse against teachers and other staff and 'Keeping Children safe in Education' (DfE Sept 2020).
- When appropriate with guidance from the LADO, consideration will be given to referral of a member of staff to the DBS for consideration of the case.
- If a member of staff believes a reported allegation or concern is not being dealt with appropriately, they should report the matter to the Local Authority Designated Officer (LADO) to give support and direction on how to proceed.
- Further guidance can also be sought from the MASH or the NSPCC Whistleblowing helpline number 0800 028 0285

Where there are concerns about the way that safeguarding is carried out in the school, staff should refer to the Whistle-blowing Policy.

A whistleblowing disclosure must be about something that affects the general public such as:

- a criminal offence has been committed, is being committed or is likely to be committed
- an legal obligation has been breached
- there has been a miscarriage of justice
- the health or safety of any individual has been endangered
- the environment has been damaged
- information about any of the above has been concealed.

The NSPCC runs a whistleblowing helpline on behalf of the government, the number is 0808 800 5000.

HARM, from or to, other young people

- Abuse or concerns about a risk of abuse or harm by other children/young people is subject to the same safeguarding procedures as in respect of children or young people being abused by an adult;
- Professionals responding should be alert to the risk a child/young person may pose to children/young people other than any "current" victim; and
- Children or young people who harm others are likely to have considerable needs themselves (e.g. they may have been subjected to abuse, witnessed domestic violence or committed criminal offences).

In such cases there will usually be a need to refer the alleged perpetrator of harm to the Children and Families Service.

APPENDIX 4 PROCEDURES FOR DEALING WITH ALLEGATIONS AGAINST STAFF

No member of staff should agree to meet a student including Sixth Form students outside of school without permission from the Headteacher. There should be no correspondence between staff and students through social media/email unless a staff member has prior approval of the school and corresponds through official school sites in accordance with the social media policy. Communication about work can take place through the school's ShowBe, Google Apps and Dropbox.

FOREIGN EXCHANGE VISITS



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We will seek the consent of our host families to carry out checks with the appropriate body to ensure suitability. In the event that a host family has been subject of some kind of concern, unless there is a satisfactory resolution, the family will be regarded as unsuitable to receive or continue to host a student from overseas.

We will take reasonable steps to ensure that a comparable approach is taken our companion schools abroad. New guidance available, makes it the parent's responsibility.

REQUESTS FOR ASSISTANCE BY OTHER AGENCIES

- All school staff have a legal duty to assist local authority Children and Family Social Care Services or the Police when they are making enquiries about the welfare of students;
- Information about a student must therefore be shared on a "need to know" basis with other agencies;
- When telephone requests for information are received, **always** maintain security by checking the telephone number listing for the caller and calling back to a switchboard number **before** giving information or confirming the student is on the school roll;
- Always advise the designated person about such requests for information;
- Requests for attendance at meetings about individual students (e.g. child protection conferences) should be notified to the designated person, who will arrange preparation of a report and attendance at the meeting;
- Reports should contain information about the child's/young person's:
 - academic progress, attendance, behaviour, relationships with children/young people and adults, family and any other relevant matters;
- Reports should be objective, distinguishing between fact, observation, allegation and opinion;
- Unless you specify otherwise, reports will normally be made available to the student's family.

STUDENTS SUBJECT TO A CHILD PROTECTION PLAN

- The school will be told by the relevant local authority Children and Family Social Work Service when a student is subject to a Child Protection Plan (previously the Child Protection Register) whether the London Borough of Sutton or another local authority;
- The name of the key social worker must be clearly recorded on the student's record;
- The school will participate fully in the work of Core Groups for these students to assist with the objectives of the Child Protection Plan for the student;
- When a student is subject to a Child Protection Plan, the school will report all unexplained absences even if only of a day;
- When a student is subject to a Child Protection Plan, the school will report all behavioural changes or other concerns to the key social worker; and
- When a student who is subject to a Child Protection Plan leaves the school, all the child protection information will be transferred to any new school.

GENERAL ISSUES

All staff must observe the above policy and procedure at all times. They will be reviewed annually and as required in line with changes in local or national guidance.

SUTTON CONTACT DETAILS

Appendix 5: Key Contacts

KEY SAFEGUARDING DOCUMENTS TO HAVE DUE REGARD TO AND SUPPORT PRACTICES IN SCHOOLS

- Working Together to Safeguard Children - 2018
- Keeping Children Safe in Education – DfE Sept 2020
- What to do if you think a child is being abused – DfE March 2015



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- [London Child Protection Procedures and Practice Guidance](#) (5th Edition, 2017)
- Advice for Schools on the Prevent Duty – DfE 2015
- Section 26 of the Counter – Terrorism and Security Act 2015
- Section 5B of the Female Genital Mutilation Act 2003 – section 74 of the Serious Crime Act 2015 places a mandatory duty for schools to report from October 2015 to the police.
- Self-Review Tool for Safeguarding Children & Young People in Schools & Colleges in Sutton

The following related policies can be found on the [school website](#):

- Acceptable Use Policy
- Anti-bullying Policy
- Behaviour Policy
- Equality Duty
- E-Safety Policy
- Procedures for dealing with allegations against staff
- PSHEC Policy
- Whistleblowing Policy

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